

SUSTAINABILITY POLICY

UP FOR THE CHALLENGE OF TRANSFORMING LIVES

OUR COMMITMENT

We value the environment and communities in which we work.

Our goal across all our business activities is to drive economic growth, environmental resilience and social progress. In collaboration with our customers and stakeholders, we strive to create a positive legacy for the communities in which we work.

OUR APPROACH

John Holland's core values drive our everyday interactions and guide our approach to sustainability.

Caring



We care deeply about what we do and how it affects lives, now and for future generations, by:

- driving a strong culture that balances social, environmental and economic needs and creates positive sustainability experiences for our people, customers and stakeholders
- integrating environmentally and socially responsible sourcing into our procurement processes, and seeking opportunities to collaborate with our supply chain to drive innovation and create mutual value
- nurturing talent diversity and wellbeing across our organisation, with the aim of creating a safe and inclusive environment that fosters high performance

Empowering



We gain trust through action by:

- Empowering our people, partners and subcontractors to drive social betterment through honest, ethical behaviour
- Participating and collaborating widely to embed sustainability principles across the broader industry holding each other to account, ensuring we each understand our contributions and the role they play in supporting sustainable outcomes
- Providing information that is transparent and accurate

Imaginative



We push the boundaries by:

- Continuously learning and improving—reviewing our performance, capturing and sharing lessons learnt and celebrating our successes
- Exploring and introducing new technologies, products and approaches that support our sustainability goals
- Emphasising sustainable solutions in our decision-making at every level of the business, and through all stages of the project lifecycle

Future-focused



We're in it for the long, long term by:

- Exceeding customer requirements and positioning our business to proactively respond to changing industry expectations
- Establishing and maintaining an effective management system to reduce risk, drive sustainable outcomes and identify opportunities for improvement
- Ensuring we leave a positive legacy for people and planet by considering our footprint and relationships in everything we do
- Adapting and embracing change and championing innovation, with the aim of driving continual improvement and going beyond business as usual

Glenn Palin
Chief Executive
Officer

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